

# High Sick Leave Consumption Kentuckiana Works



KPI Owner: Cindy Read

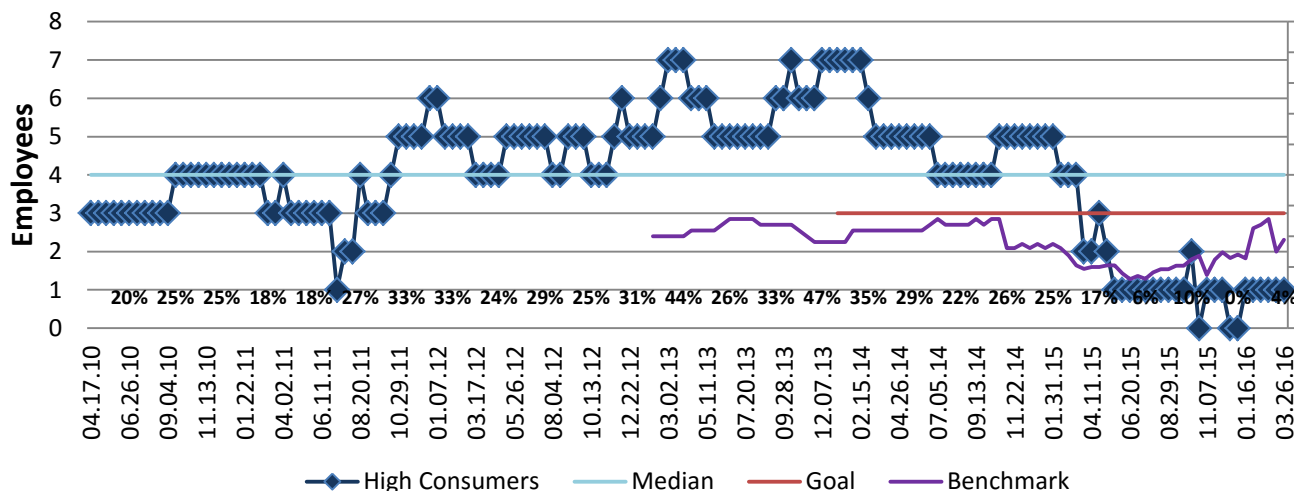
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
<p>Baseline: Calendar year 2013, 6 avg. employees</p> <p>Goal: Compared to a baseline of 6 employees, reduce the number of employees with high sick leave consumption to 3 in FY 16 (July 2015 - June 2016)</p> <p>Benchmark: 7.47% LMG Top Quartile 05/07/16</p>	<p>Data Source: Payable Time Peoplesoft</p> <p>Goal Source: Scope Summary</p> <p>Benchmark Source: Enterprise KPI Report</p>	<p>Plan-Do-Check-Act Step 3: Determine and quantify root causes</p> <p>Measurement Method: # of employees who used 9 or more out of 12 sick days in a 12 month period; rate calculated by dividing by total employees</p> <p>Why Measure: Promote a culture in which sick time is used appropriately</p> <p>Next Improvement Step: Document root causes by person and determine what can be done to address root causes</p>

## How Are We Doing?

04.13.14-03.26.16 Rolling 52wk Avg Goal	04.13.14-03.26.16 Rolling 52wk Avg		03.29.15-03.26.16 Goal	03.29.15-03.26.16 Actual	
<b>3</b>	<b>1</b>		<b>3</b>	<b>1</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



**Root cause analysis is not necessary because there is no gap between the goal and current performance.**